



Mental Health and Emotional Wellbeing Policy **(Nov 2023)**

Lead Members of Staff:

Whilst all staff have a responsibility to promote the mental health of young people, staff with a specific, relevant remit include:

Senior Mental Health Lead & SENDCO: Helga Maddock (AHT)

Designated Safeguarding Lead: Russell Langdown (DHT)

Transfer and Inclusion Co-ordinator: Becci Benson

Safeguarding and Partnership Officer: tbc

Head of Student Support: Chris Simmons

Policy Statement:

At Lawn Manor Academy we follow the DFE 8 domains for holistic support for Mental Health and wellbeing:

- Leadership and management
- Ethos and Environment
- Enabling Student Voice
- Working with Parents
- Identifying and monitoring impact of interventions
- Targeted Support
- Curriculum Teaching and Learning
- Staff Development

At Lawn Manor Academy, we are committed to supporting the emotional health and wellbeing of our pupils and staff.

We have a supportive and caring ethos and our approach is respectful and kind, where each individual and contribution is valued.

At our school we know that everyone experiences life challenges that can make us vulnerable and at times, anyone may need additional emotional

support. We take the view that positive mental health is everybody's business and that we all have a role to play.

At Lawn Manor Academy we:

- help young people to understand their emotions and feelings better
- help young people feel comfortable sharing any concerns or worries
- help young people socially to form and maintain relationships
- promote self-esteem and ensure young people know that they count
- encourage young people to be confident and 'dare to be different'
- help young people to develop emotional resilience and to manage setbacks

We promote a mentally healthy environment through:

- Promoting our school ILEARN and I RESPECT values and encouraging a sense of belonging
- Promoting pupil voice and opportunities to participate in decision-making
- Celebrating academic and non-academic achievements
- Providing opportunities to develop a sense of worth through taking responsibility for themselves and others
- Providing opportunities to reflect
- Access to appropriate support that meets their needs

We pursue our aims through:

- Universal, whole school approaches
- Support for pupils going through recent difficulties including bereavement
- Specialised, targeted approaches aimed at pupils with more complex or long term difficulties including attachment disorder

Scope:

This policy should be read in conjunction with:

- SEND and Disability Policy
- Supporting pupils with Medical Conditions policy
- Safeguarding and Child Protection policy
- Anti-bullying Policy

Teaching about Mental Health:

The skills, knowledge and understanding needed by our young people to keep themselves mentally healthy and safe are included as part of our ILEARN and PSHE curriculum.

Guidance to ensure that we teach mental health and emotional wellbeing issues in a safe and sensitive manner is provided to teachers.

Assess:

The school will make use of resources to assess and track wellbeing as appropriate including:

- PASS profile
- Strengths and Difficulties questionnaire
- The Boxall Profile
- Swindon's SEMH screening tool

Identifying needs and Warning Signs:

All staff and pupils complete regular trackers on their pupils aimed at identifying a range of possible difficulties including:

- Attendance
- Punctuality
- Relationships
- Approach to learning
- Physical indicators
- Negative behaviour patterns
- Family circumstances
- Recent bereavement
- Health indicators

School staff may also become aware of warning signs which indicate a student is experiencing mental health or emotional wellbeing issues. These warning signs should always be taken seriously and staff observing any of these warning signs should communicate their concerns with the designated child protection and safeguarding officer or the emotional wellbeing lead as appropriate.

Possible warning signs include:

- Changes in eating / sleeping habits
- Becoming socially withdrawn
- Changes in activity and mood
- Talking or joking about self-harm or suicide
- Expressing feelings of failure, uselessness or loss of hope
- Repeated physical pain or nausea with no evident cause
- An increase in lateness or absenteeism

Plan & Do:

Targeted support:

The school will offer support through targeted approaches for individual pupils or groups of pupils which may include:

- ELSA (Emotional Literacy Skills adviser) support groups
- Therapeutic activities including art, lego, boxing and relaxation and mindfulness techniques
- Access to the Personalised Learning Centre
- STAR bereavement support
- CBT light (Cognitive Behavioural Therapy) targeted interventions

Signposting:

We will ensure that staff, pupils and parents are aware of what support is available within our school and how to access further support.

In school we actively promote the use of www.kooth.com

In order to support parents we will:

- Highlight sources of information and support about mental health and emotional wellbeing on our school website and via the newsletter
- Share and allow parents to access sources of further support e.g. through parent forums with school staff and external specialists
- Ensure that all parents are aware of who to talk to, and how to get about this, if they have concerns about their child
- Make our emotional wellbeing and mental health policy easily accessible to parents

Working with other agencies and partners:

As part of our targeted provision the school will work with other agencies to support young people's emotional health and wellbeing including:

- The school nurse
- Be U Swindon (previously Trailblazers -Project Me)
- GP
- ABL A Better Life (previously TAMHS)
- Educational psychology services
- Paediatricians
- CAMHS (child and adolescent mental health service)
- STEP
- SMASH
- I PROVE FIT
- IPSUM

Training:

All staff complete online Mental Health training about recognising and responding to mental health issues as part of their regular child protection training in order to enable them to keep young people safe.

There are regular staff briefings which focus on specific Mental Health needs and how to support them in school.

The MindEd learning portal provides free online training suitable for staff wishing to know more about a specific issue.

Training opportunities for staff who require more in depth knowledge will be considered as part of our performance management process and additional CPD will be supported throughout the year where it becomes appropriate due to developing situations with one or more pupils.

Date Nov 2023

Review date Nov 2025

Headteacher

Senior Mental Health Lead: H. Maddock

Governor for SEND and CLA